

Generation

香 HONG KONG 港

ANNUAL REPORT
2022 年度報告



Table of content 目錄

- | | | | |
|----|--|----|----------------------------------|
| 03 | Message from our Chairman
主席的話 | 10 | Our Beneficiaries
受惠社群 |
| 04 | Message from our CEO
行政總裁的話 | 11 | Our Partners
合作夥伴 |
| 05 | Vision and Mission
願景及使命 | 12 | Impact Stories
我們的畢業生 |
| 06 | Our Values
我們的核心價值 | 15 | Our Funders
捐助機構 |
| 07 | Our Story
我們的故事 | 16 | Looking Ahead
展望未來 |
| 08 | Our Methodology
我們的課程編制框架 | 17 | Our Board
董事會成員 |
| 09 | Our Impact
影響力報告 | | |

Message from our Chairman 主席的話



It has been an exciting journey ever since we brought Generation to Hong Kong in 2018. It stands out as a major highlight of my more than two decades at McKinsey. As a McKinsey-led international non-profit startup, Generation allows us to leverage our consulting expertise to solve important social problems for this city where we call home. This resonates deeply with my personal aspiration of driving change and inspiring others.

Back in 2018, we launched a survey which confirmed the deep-rooted societal belief in Hong Kong that higher education is the only path to success in career and in life. In our exam-obsessed culture, people who do not have success in school and do not have a university degree face significant challenges in finding decent jobs. We want to change and challenge this status quo. We want to transform the education-to-employment pathway with our skill-based training programs. Thus we have focused on offering youths, mid-career jobseekers, and young people with Special Education Needs (SEN) the training and employment opportunities to start a meaningful career.

After four years of building Generation Hong Kong from the ground up, we take immense pride in the impact we have already achieved. We have empowered hundreds of program graduates with the most in-demand skills which enable them to land jobs and turn their lives around. I want to take this opportunity to express my heartfelt appreciation to my fellow board members and the incredible Generation Hong Kong team for their commitment. Their outstanding work has paid dividends, and each day we move one step closer to realizing our shared vision.

While young people struggle to find inspiring jobs, companies in Hong Kong are also finding it difficult to find talent. This talent mismatch needs to be addressed. While many companies opt to look out for overseas talent, at Generation, we believe there is plenty of local talent to bridge that gap. However, more needs to be done, both by employers to be more open-minded and long-term oriented, as well as our young people to learn the skills and mindsets to make themselves more attractive employees. It also requires a collaboration between government, businesses, educators, and the broader community to “move the needle” given these are entrenched societal mindsets and behaviors.

Looking ahead, Generation Hong Kong envisions a bright future for the city. As we embark on our global strategy and goals for 2023-2025, our focus is clear. We will continue to be the catalyst to drive change in Hong Kong – from delivering our train-and-place skill-based programs and empowering education providers to adopt our approach, to influencing the broader education-to-employment ecosystem and education curriculum. Achieving these goals requires collective effort, and we hope to see more like-minded employers, funders, and partners join hands with us as we move forward in our journey.

Mr. Joe Ngai

Chairman | Generation Hong Kong

Generation香港於2018年成立至今，這段旅程令人振奮，亦是我在麥肯錫工作二十多年的重要里程碑。我們透過專業的諮詢經驗，支持這家由麥肯錫領導的環球非牟利初創機構Generation，解決香港重要的社會問題。這與我追求改變及啟發他人的個人理想與抱負想法一致。

2018年，我們的調查報告反映社會面對重重挑戰，在香港以考試主導的社會制度中，普遍認為接受高等教育是事業和人生成功的唯一途徑，若未能在學術上獲得成就或大學學位，尋找理想工作更是困難重重。我們希望改變現狀，透過提供以技術為基礎的培訓課程，致力為青少年、處於事業中期的人士及有特殊教育需要（SEN）的青少年提供培訓和就業機會，幫助他們築起理想的職業生涯。

對於Generation所帶來的影響力我感到非常自豪，我們由零開始，經過四年努力，Generation香港現已有數百名畢業生，他們掌握並滿足市場上炙手可熱的行業需求，順利找到工作，從而改變生活。我衷心感謝董事會同仁及團隊所付出的努力，這是他們出色的工作帶來豐碩成果。我們將繼續努力，共同實現願景。

當年輕人努力尋找理想工作時，企業亦面對招聘合適人才的難題，我們要解決人才錯配問題。縱使許多公司選擇吸納海外人才，但Generation深信香港有一群未被發掘的本地人才可以填補缺口。我們知道需要各方面的努力才能解決這個問題，僱主要展現更開明及長遠的視野，年輕人亦需積極學習新的技能及思維，提高自身競爭力。社會根深蒂固的觀念，需要政府、企業、教育工作者更廣泛合作，才能有顯著改變。

Generation香港對未來有美好憧憬，在2023-2025年全球策略及目標亦十分清晰：我們將繼續成為推動香港改變的催化劑，從提供以技術為基礎的培訓課程及就業配對，鼓勵教育機構採用我們的課程編制框架，以至改變教育及就業的生態系統。我們需要共同努力去實現這些目標，期望遇見更多志同道合的僱主、捐助機構和合作夥伴，與我們攜手共贏。

倪以理先生

Generation 香港董事會主席

Message from our CEO 行政總裁的話

Acute talent shortage is a pressing issue that the government and many employers are going the extra mile to tackle. While companies are aggressively seeking overseas talent, what catches our attention is the untapped local talent pool who could potentially fill the gap given the right training, skills and mindset. We see this as an opportunity that can transform the education-to-employment systems to prepare, place, and propel people into life-changing careers that would otherwise be inaccessible to them.

2022 has been a momentous year of growth and progress as we step up our role in fostering the City's local talent. Since our launch in 2018, we have been supporting youth with less privileged academic backgrounds, mid-career people, and Special Education Needs (SEN) youth who often face challenges to securing employment that could drive upward social mobility for them and their families.

We take immense pride in our accomplishments. As of the end of 2022, we have empowered more than 671 people into life-changing careers through our skills-based training programs. What truly sets us apart is our unwavering commitment to delivering impact that is broad, deep, and durable. Eighty-eight percent of our graduates find jobs within 90 days of completing our program, with a 2.45x income increase on average.

Our data-centric methodology powers seven profession-specific training programs for some of Hong Kong's key industries, including technology, eldercare service, and customer service. In terms of program innovation, we prepared the launch of our second program designed for SEN youths in 2023. This new program will train and prepare youths specifically for the role of Robot Support Assistant, empowering them to transform their strengths into one of the most in-demand skills in the I&T sector.

We are deeply grateful for the tremendous support from our like-minded funders, employer partners, organizations, and individuals. The programs we have co-created and delivered have positively impacted the lives of many. We also want to thank our graduates for entrusting us with their career aspirations, and we congratulate them on starting their new careers.

Forging ahead, we will continue to enhance and scale our training programs, roll out new curriculums that match the job market's needs and continue to nurture more local talent, as well as empower other education organizations to adopt our methodology. More importantly, we will step up our role as the changemaker to start engaging with the government in narrowing the talent gap and driving systemic change. We are excited about the journey ahead and the positive impact we will make to the broader society.

Mr. Brian Cheng

Chief Executive Officer | Generation Hong Kong

香港政府和僱主一直致力解決本地市場人才短缺的問題。正當企業積極招攬海外人才來港就業，我們更關注的是一班未被發掘的本地人才，他們只要經過適當的技能及思維培訓，將能填補本地勞動市場的缺口。對我們而言，這是一個契機去從根本改善並促進教育到就業間的銜接及多元機會，為原本因各種原因而缺少機會建立理想職業生涯的人，提供一條龍的培訓、就業和發展機會。

2022年是充滿機遇與成長的一年，我們在培育本地人才方面亦發揮了越見重要的角色。Generation香港自2018年成立以來，一直支援面臨就業挑戰的人，透過以技術為基礎的培訓課程及就業配對，助他們提升向上流動性，當中包括未曾接受高等教育的青少年、處於事業中期的求職者及有特殊教育需要（SEN）的青少年，至今已有超過671名畢業生，當中有88%在完成課程後90天內找到工作，平均收入增加2.45倍。為社會帶來廣而深的長遠正面影響是Generation的承諾，我們對此引以為傲。

Generation原創一套以數據為核心且行之有效的課程編制框架，為香港的主要行業（現時涵蓋創新科技、長者護理服務和客戶服務）制定七個專業培訓課程。今年，我們將在課程創新方面邁出重要的一步。我們團隊正密鑼緊鼓，籌劃在2023年度推出第二個為特殊教育需要的青少年度身訂造的課程，培訓他們成為創新科技行業最炙手可熱的機械人工作助理，發揮所長。

我想藉此機會衷心感謝志同道合的捐助機構、僱主夥伴、以及其他機構和人士的全力支持，我們共同創建的課程已為許多人的生活帶來正面的影響。在此，我亦衷心感謝畢業生們的信任，將他們的職涯抱負交託給我們團隊，在此祝賀他們開展嶄新的人生旅程。

展望未來，我們將會因應市場的人才需求持續提升、擴展及開辦培訓課程，同時賦能其他教育機構採用我們的課程編制框架，培育更多本地人才。我們將更積極擔當促進改變的角色，尋求與政府溝通和合作，攜手改善人才短缺問題及推動系統性改進。來年，我們熱切期待為香港更廣泛的社群帶來正面的影響。

鄭浩維先生

Generation 香港行政總裁



Vision | 願景

A meaningful career and sustained well-being for every person, anywhere in the world.

每一個人在世界任何地方都能擁有充滿意義的職涯和理想的生活。

Mission | 使命

To transform education-to-employment systems to prepare, place and support people into life-changing careers that would otherwise be inaccessible.

改善並促進教育到就業間的銜接及多元機會，為因各種原因而缺少機遇去建立理想職涯的人，提供一條龍的培訓、就業和支援服務。

Our Values 我們的核心價值



Go further, together

共同成就更好

.....

We are better together. We collaborate with and help others, both inside and outside of Generation.

我們的團隊與合作夥伴攜手共創共贏。



Empower and support

支持與賦能

.....

We support each other personally and professionally, allowing our unique talents and capabilities to flourish.

我們互相支持，讓每個人獨特的才華和能力得以綻放。



Solve problems that matter

解決攸關重要的問題

.....

We work on activities that advance our mission, and rigorously measure our impact to allocate time and resources.

我們嚴緊衡量成效以分配時間與資源，致力實現目標和使命。



Here to serve

為大家服務

.....

We commit to enabling the growth of our participants, and to providing great talent for our employer partners.

我們致力培育學員的成長，並為僱主提供優秀人才。



Better our best

全力以赴 精益求精

.....

As long as we use data, experience, and dialogue to grow and improve, we are moving in the right direction.

我們透過數據、經驗及對話去成長和改進，確保我們朝著正確的方向前行。



Be open and transparent

秉持開放透明的態度

.....

We believe in honest sharing. We welcome diverse perspectives, opinions, and ideas.

我們坦誠溝通，廣納不同觀點，意見和想法。

Our Story 我們的故事

Generation's story began with one question: Why does youth unemployment persist while many sectors face talent shortages? Dr. Mona Mourshed, who led McKinsey & Company's global education practice, conducted an in-depth research study to look into the root cause of this global and intractable crisis, and what could be done to improve it. The results of her study led her to start Generation, a non-profit startup that trains and places youth and mid-career learners into transformative careers.

Since 2014, Generation has prepared, placed and propelled youths and mid-career professionals into life-changing careers by reinventing the education-to-employment pathway. Generation now spans 17 markets worldwide and has transformed the lives of over 91,000 people.

In 2018, Generation conducted an in-depth study in Hong Kong which revealed the deep-rooted societal norm that higher education is the only path to success in career and in life. We do not believe that holding a degree equates to being job-ready. The nature of jobs is also changing rapidly, so it is critical to have programs that can support workers of all ages to prepare them to meet the demands of the market. These factors led to the establishment of Generation Hong Kong.

Approaching the 5th anniversary, Generation Hong Kong meticulously curated programs embracing pivotal sectors including technology, eldercare and customer service. Talent shortage and mismatch are complex problems that a single organization cannot solve alone. Generation Hong Kong works closely with funders, employer partners, education providers, and other non-profit organizations to deliver end-to-end train and place programs that are attuned to the needs of the Hong Kong job market.

Going above and beyond the achievements of its first five years, Generation Hong Kong aspires to change people's mindset towards what it means to be successful, create real business value for employers and lasting career impact for program learners.

Generation 的故事始於一個重要的問題：為什麼全球多個行業一直面臨人才短缺，但仍有為數不少的青少年失業？為找尋問題的根本原因及解決方案，時任麥肯錫顧問公司教育業務主管的Dr. Mona Mourshed 帶領其團隊就這個嚴峻的環球危機作出深入研究。研究結果促成非牟利初創機構 Generation 的成立，培訓及支持年青人與處於事業中期的人士建立可改變一生的職業。

自 2014 年，Generation 致力讓教育與就業制度接軌，為年青人和處於事業中期的人士建立具意義的職業生涯。Generation 已在全球 17 個地區展開工作，惠及超過 91,000 名學員。

2018 年，Generation 在本地進行了一項研究，繼而成立 Generation 香港研究結果反映社會存在根深柢固的觀念，認為接受高等教育是成功的唯一途徑。我們認為擁有學位並不等於擁有適應工作的能力，加上現時工作的性質及市場趨勢不斷變化，社會需要適合不同年齡層人士的課程，協助他們為就業作好準備，以滿足市場需求。

即將踏入 5 周年，Generation 香港的培訓課程涵蓋創新科技、長者護理和客戶服務三個人才需求殷切的行業。人才短缺並不是一個機構能夠單獨解決的問題，因此我們一直與來自不同界別的夥伴緊密合作，包括捐助機構、僱主、學術機構、非牟利機構等，共同為香港提供一條龍的課程，滿足勞動市場需求。

Generation 香港渴望改變大眾對成功的看法，不僅為僱主創造真正的商業價值，同時為學員建立長遠且理想的職業生涯。

Our Methodology

我們的課程編制框架

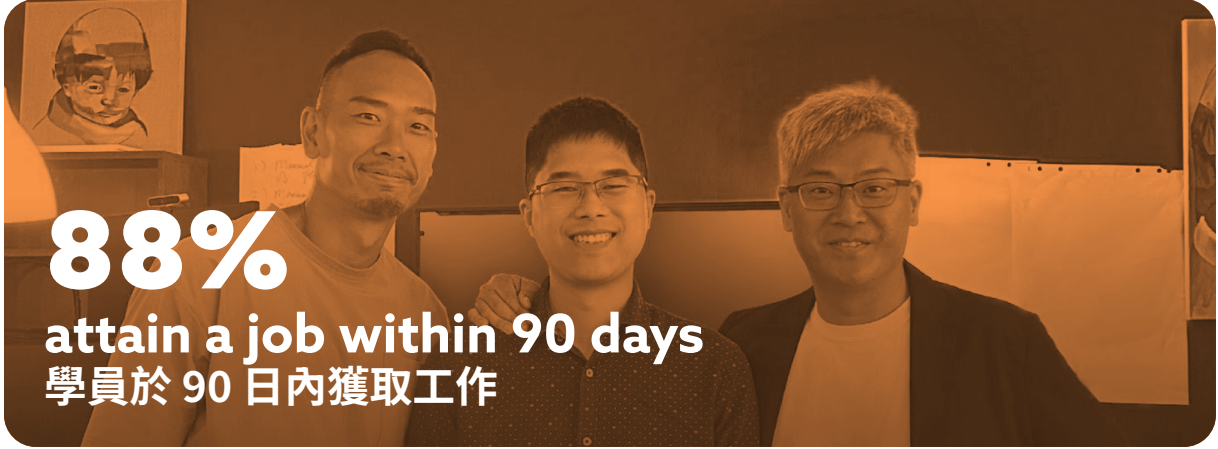
A holistic and impactful methodology to empower adults of all ages for a meaningful career that delivers significant ROI and impact for learners, employers, and society.

一套全面且行之有效的課程編制框架，為不同年齡層的人建立具意義的職業生涯，為學員、僱主和社會帶來積極正面的影響。






Our Impact 影響力報告

Generation empowers learners to go further
賦能學員走得更遠



Our Beneficiaries 受惠社群

Our training programs are tailored to a particular job role and attuned to the needs of the Hong Kong job market.
我們根據香港就業市場需求，為特定職位提供培訓課程。

Profession 職業 Beneficiaries 受惠社群	 Digital Marketer 數碼營銷人員	 Junior Data Engineer 初級數據工程師	 Front-end Web Developer 前端網頁開發員	 Quality Assurance Tester 手動軟件測試員	 Eldercare Professional 安老服務從業員	 Hotel/Property Management Professional 酒店/物業管理員	 Customer Service Associate 客戶服務助理
Youth aged 18-29 with less privileged academic background 18 至 29 歲且未曾接受高等教育的年輕人	 香 HONG KONG 港	 香 HONG KONG 港	 香 HONG KONG 港		 香 HONG KONG 港	 香 HONG KONG 港	 香 HONG KONG 港
Youth with special education needs (SEN) 有特殊教育需要的青少年				 香 HONG KONG 港			
Middle-aged career-changers 處於事業中期的求職者					 香 HONG KONG 港		

● Digital or Technology | 數碼或科技業
 ● Healthcare | 醫療業
 ● Customer Service | 客戶服務業

Our Partners 合作夥伴

We take pride in our strong network of partners, consisting of over 200+ esteemed organizations. Followings are only some of our partners, but is a good representation of the breadth and diversity of our collaborations. We are privileged to work with these industry leaders and look forward to expanding our network to create even more opportunities for our valued learners.

Generation 香港擁有多於200名合作夥伴，以下是部份在2022年度與我們合作的機構，充分展現廣而深的合作網絡。

我們很榮幸能與眾多行業領導者攜手創新，期待繼續擴展這個網絡，締造更多合作機會。

Employer partners 僱主



Training partners 培訓機構



Industry partners 行業夥伴



Impact Stories 我們的畢業生

Junior Data Engineer Program: Hidden youth? A journey of self-discovery

初級數據工程師課程：「隱青」的自我發現之旅

Peter Ng, a graduate with a Higher Diploma in Computer Engineering, was once considered a “hidden youth” due to his shy nature, lack of confidence and communication skills. He took a transformative turn when he embarked on a journey with the CLAP@JC X Generation program.

Prior to joining the program, Peter struggled to assert himself and communicate effectively. He found it challenging to express his ideas, which hindered his personal and career growth. Recognizing the need for change and hoping to overcome his limitations to unlock his potential, he enrolled in CLAP@JC X Generation's course. It was an opportunity to gain new skills and join the workforce with confidence.

During his time in the program, Peter discovered his passion for the data field and emerged among the top of his class. The bootcamp and coaching programs provided by CLAP@JC X Generation boosted his self-belief. Upon graduation, Peter's talent and hard work caught the attention of Beta Labs, a pioneering data science initiative within The Lane Crawford Joyce Group.

Since his training, Peter has made tremendous strides in his ability to articulate ideas and connect with others and shown remarkable growth in terms of technical ability. The company noted his outstanding performance and offered him a full-time position. He has since become a valued member of the company.

擁有電腦工程高級文憑的吳百殊因為生性靦腆、缺乏自信，自我表達及溝通能力均有待改進，亦曾因此被標籤為「隱蔽青年」。百殊認為這將會阻礙自身和職業生涯的發展，意識到需要作出改變時，他接觸到 CLAP@JC X Generation 的初級數據工程師課程，決定把握機會報讀。他視課程為一個可以獲得新技能和協助他自信地重返職場的機會。

課程期間，百殊了解自己對數據相關的範疇感興趣，在課程中獲取的成績表現出色。CLAP@JC X Generation 提供的訓練營和指導課程為他打了一支強心針，增加他重返職場的信心。畢業後，百殊的才華和努力獲得了連卡佛載思集團旗下的一個先鋒數據科學項目 Beta Labs 的賞識。

自接受培訓，百殊在表達意見及與他人溝通的能力上獲得很大的進步，有關工作技術亦有顯著提升。出色的表現引起僱主的注意，並為他提供了一個全職職位，成為公司的重要一員。



Employer Quote 僱主分享：

“Peter's growth has been remarkable. Initially shy with weak communication skills, he now excels technically, proactively learns new skills, and communicates confidently. We're excited to hire him full-time, broadening our talent pool beyond master's graduates.”

「百殊的成長令人矚目，他從最初的害羞且不善表達，到現在在技術方面表現優異、主動學習新技能並能自信地溝通。我們很高興他能成為我們的全職員工，這亦拓展了我們的人才庫，不再局限於只招聘碩士學位的畢業生。」

Jack Ng, Founder & Co-Head of Beta Labs at The Lane Crawford Joyce Group
連卡佛載思集團 Beta Labs 創辦人兼聯席負責人

Learner Quote 學員分享：

“Participating in the program made me realize the importance of creating feasible life development plans and taking that crucial first step, which is vital for better future planning.”

「參加計劃後，我深刻體會到生涯規劃及踏出第一步的重要性，這樣才能更好地為未來的自己做好準備。」

Impact Stories 我們的畢業生

Guardians of Silver Age Program: Navigating through the storm with care and compassion

銀齡守護者計劃：以關愛和同理心經歷風雨

The pandemic imperiled Edmond's livelihood, ending his career in tourism as demand for cruises plummeted. At the height of the COVID crisis, Edmond faced the added responsibility of taking guardianship of his ailing mother as his sister left Hong Kong for another country.

Aware of his limited expertise in eldercare, Edmond acknowledged the need to enhance his skills. Influenced by the societal needs due to Hong Kong's aging population and his personal motive to care for his mother, he decided to redirect his career towards eldercare, enrolling in the 'Guardians of the Silver Age' program, which specializes in cultivating talent for eldercare management.

The program not only enhanced Edmond's sense of empathy, but it also enlightened him as to the extensive possibilities and essential services in the eldercare sector leading him to embrace the role of a Personal Care Worker (PCW) with a home care services organization committed to building an equitable future for Hong Kong's elderly.

Edmond explored various service domains, ultimately choosing to specialize in elderly rehabilitation and is now engaged in Occupational Therapy Assistant (OTA) training, generously sponsored by his employer, with the aspiration of advancing to a Rehabilitation Therapy Assistant position.

Edmond's journey reflects a commitment to personal development and a deep-seated dedication to elevating the quality of eldercare in response to his mother's situation and the needs of the aging community in Hong Kong. He shows that caregiving is a universal responsibility and is essential to achieve a more compassionate society.

疫情肆虐導致旅遊需求暴跌，從事旅遊業的達文因此失業。在疫情最高峰時期，他的姐姐移民到其他國家，照顧患病母親的責任便落在達文身上。

由於達文對長者護理知識有限，他意識到自己必須提高在這方面的知識。考慮到香港人口老化而加劇護理員的需求及需要照顧母親的因素下，他嘗試轉換職涯跑道，決定投身長者護理行業，並報讀了 Generation 的「銀齡守護者」課程。

這個課程不但增強了達文的同理心，亦令他了解到長者護理行業的服務和工作前景，隨後加入一間家庭護理服務機構，擔任個人護理員一職。達文繼續探索其他相關服務的範疇，最終決定從事與老年康復相關的專業，並獲得僱主贊助，現正接受職業治療助理培訓，希望能晉升康復治療助理一職。

達文媽媽的情況及香港人口老化的社會現象，令他擔起守護香港銀齡守護者的使命。同時，他認為照顧長者是共同的責任，亦明白建立有愛心的社會的重要性。



Employer Quote 僱主分享：

"Edmond always serves our elderly with heartfelt dedication. He is caring, enthusiastic, and attentive. He also understands the significance of his work and willingly puts his heart into his service, which is truly admirable."

「達文，工作時對服務使用者總是『三心兩意』：有愛心，具熱心，常關心；也認定工作的『意』義，願『意』投『心』於服務工作裡，令人欣賞。」

Maggie Ng, Assistant Centre-in-charge of Evangelical Lutheran Church Hong Kong Shatin Caring Centre
基督教香港信義會沙田護老坊助理中心負責人吳令銜女士

Learner Quote 學員分享：

"My care extends beyond my mother to all elderly." He challenges the notion that caregiving is solely a female role, asserting empathy knows no gender.

「老吾老，以及人之老」。推翻了只有女性才可是照顧者的刻板印象，堅信同理心是不受性別限制的。

Impact Stories 我們的畢業生

Manual Quality Assurance Testing Program: Breaking Barriers: Overcoming workplace discrimination, autistic graduate finds success and passion in coding

手動軟件測試課程：自閉症青年克服職場歧視 成就編碼夢

Sam Tang, an autistic high school graduate, once found himself siloed within the rigid confines of accounting. He has come to exemplify the merit of perseverance, in the face of great challenges, to discover true passion.

Sam knew that he was capable, but workplace discrimination based on his autism made his position especially hard. He believed that his autism acted as a barrier to forging deep relationships, which fueled his restless search for professional fulfillment.

The chance discovery of an online course on Python is what ignited a spark within Sam. The allure of coding and the language of infinite possibilities captivated him. This newfound enthusiasm coupled with a zeal to redefine himself is what led him to Generation Hong Kong's Manual Quality Assurance Testing Program, where he could acquire new skills that would help him on his quest.

Recognizing Sam's potential and dedication, ImBrace, a successful tech firm, took him on as a quality assurance tester. Transitioning posed challenges and meant overcoming new hurdles, but Sam's remarkable drive helped him succeed. His proactive efforts at collaboration with international teams in markets like Taiwan spoke volumes about his commitment, and within just six months, Sam was able to scale the corporate ladder, earning the role of junior developer.

This tale is not about professional achievement or ascension. It is one that serves as a testament to the fact that with grit, determination, and the relentless pursuit of passion, one can transform life's trials into stepping stones to success.

小斯是一位患有自閉症的高中畢業生，一度認為自己被會計行業的框架所侷限。但即使面對巨大挑戰，他仍然堅持不懈，發掘真正的興趣。

小斯雖然知道自己有能力勝任其他工作，但職場對自閉症的歧視令他的處境特別艱難。他認為自閉症令自己與別人之間豎起了一面高牆，促使他不斷尋求事業帶來的成就感。

在一次偶然的機會之下，小斯發現了 Python 的線上課程，激發他內心的熱情，編碼的魅力及無限可能性更令他着迷。這一股新的熱情和決心驅使其報名參加 Generation 香港舉辦的手動軟件測試課程，期望能在課程中學習新技能，實現夢想。

完成課程後，科技公司 iMBrace 看見小斯的潛能和毅力，決定聘請他擔任軟件測試員。職業轉型必然帶來各種挑戰，但小斯非凡的動力幫助他克服種種難關。他積極與來自台灣等地的國際團隊合作，充分體現他的投入和熱誠。在短短六個月內，小斯便獲晉升為初級開發人員。

這個故事與事業成就或升遷無關，而是證明憑藉勇氣、決心和對熱情的不懈追求，能將生活的磨難轉化為成功的墊腳石。



Employer Quote 僱主分享:

"The unique strength and character of Sam and other neurodivergent youth are actually putting them in advantage for the position of quality assurance tester. As long as we are willing to take a closer look and have more patience, their talent and capability are quite obvious."

「Sam和其他神經多樣性年輕人均擁有獨特優勢和特質，在軟件測試員的崗位上具有優勢。我們只要願意仔細觀察及多加耐性，很容易就能察覺他們的才能和能力。」

Simon Yeung, Chief Executive Officer of iMBrace
iMBrace首席執行官楊沛樂先生

Learner Quote 學員分享:

"We believe we all have our own talent."

「天生我才必有用。」

Our Funders 捐助機構



* Logo sequence is in alphabetical order

Looking Ahead 展望未來

In 2023, we have major plans for the new initiative of growing local talent, ranging from the launch of new programs to expanding opportunities with employers and partners.

Our goals for 2023 include:

在 2023 年，我們將推出新課程，並與僱主和合作夥伴更緊密攜手培育更多本地人才。
我們在 2023 年的目標包括：



1

Scale the direct delivery of programs to reach and impact over 1,000 learners by increasing the scope of existing programs to upskill and reskill the untapped local talent pool.

透過擴展現有課程的規模，培育未被發掘本地人才，支持超過 1,000 名學員。



2

Roll out Generation's model and its proven effective methodology through capability transfer with other organizations and leverage the collective efforts and expertise of different entities; meanwhile amplify the positive outcomes to reach a broader community.

推廣 Generation 行之有效的課程編制框架。透過與其他機構合作，交流專業知識，將成果擴展至更廣泛的社群。



3

Uplift the education-to-employment ecosystem through collaboration, strategic partnerships and advocate for positive change to jointly drive talent development.

通過緊密合作、策略夥伴關係和社會倡議，正向推動人才發展，提升教育至就業的生態圈。

Our Board 董事會成員



倪以理 先生
Mr. Joe Ngai

Generation 香港董事會主席及麥肯錫大中華區主席
Chairman of Generation Hong Kong Chairman of McKinsey Greater China

Joseph has extensive experience leading large-scale transformation efforts for Chinese and multinational organizations. He advises partners and clients on strategy, mergers and acquisitions, organizational and operational transformation. Joseph is a recognized expert in his field and a sought-after speaker at international forums and serves on various government advisory committees, including the Financial Services Development Council of Hong Kong. In addition to his role at Generation Hong Kong, he is also actively involved in social enterprise and education organizations, holding positions such as chairman of Diamond Cab, president of the Phillips Exeter Academy Association of Hong Kong, and director of several foundations and associations.

倪以理先生曾帶領多間中國和跨國企業展開大規模轉型，擁有豐富的經驗，為合作夥伴及客戶提供策略、收購合併、營運轉型等諮詢服務。倪先生是金融和投資專家，亦是國際論壇上廣受歡迎的講者。他曾擔任多個政府諮詢委員會的成員，包括香港金融發展局委員。除Generation 香港外，他還積極參與社企和教育組織的事務，包括擔任社企「鑽的」主席、美國 Phillips Exeter Academy 校友會董事，以及多個基金會和協會的董事。



容覺生 先生
Mr. Winston Yung

Generation 香港董事會成員及麥肯錫香港合夥人
Board Member of Generation Hong Kong & Partner of McKinsey Hong Kong

Winston Yung is a Partner at McKinsey's Hong Kong office. He focuses on serving financial institutions across Greater China on a broad range of issues including strategy, performance management, risk management, and corporate finance. Prior to joining McKinsey, Mr. Yung was the CFO of HTC and Shin Kong Financial Holding, has extensive experience as a senior executive, and was elected as "Best CFO" by Institutional Investor in 2011. Mr. Yung graduated with an MBA degree from the Wharton School of the University of Pennsylvania with double majors in Finance and Accounting and was awarded the Palmer Scholar.

容覺生先生是麥肯錫香港合夥人，曾為多家頂尖的本地及國際銀行和金融集團提供業務轉型、戰略規劃、合併收購、營運整合等多個領域的服務。加入麥肯錫前，容先生曾擔任台灣新光金融控股有限公司及宏達國際電子股份有限公司財務總監，亦曾被 Institutional Investor 雜誌評為 2011 年科技類別「最佳財務總監」。容先生擁有美國賓夕法尼亞大學沃頓學院工商管理碩士（會計和金融學雙主修），並榮獲 Palmer 學者名銜。

Our Board 董事會成員



Dr. Jeremy Fox

Generation 香港董事會成員兼Generation 亞太區行政總裁
Board Member of Generation Hong Kong & Regional CEO of Generation in Asia-Pacific

Jeremy is a leader in cross-cultural environments with nearly 20 years' experience in Asia-Pacific. He has spent over 10 years at McKinsey & Company and has extensive functional expertise in strategy, operations, organizational development, HR/talent management, leadership development, and large-scale transformation in both Fortune 500 companies and SMEs across various industries. He is also a Marshall Goldsmith certified executive coach, which he blends into his advisory work. In addition to his corporate experience, Jeremy founded and led a multi-disciplinary research and advisory think-tank focused on health policy challenges in Asia, collaborating with the National University of Singapore and the Singapore Ministry of Health.

Jeremy在亞太區坐擁近二十年經驗，在不同文化環境中擔任企業領導者的角色。在麥肯錫任職超過十年，他在策略規劃、企業營運、組織發展、人力資源和人才管理，以及領導發展有濃厚經驗。Jeremy亦曾為財富 500 強企業及各行業中小企的大規模企業轉型提供諮詢。同時，他還是葛史密斯 (Marshall Goldsmith) 認證的行政人員教練。除企業工作經驗外，Jeremy 與新加坡國立大學和新加坡衛生部合作創辦了跨學科研究與諮詢智庫，主力研究亞洲衛生政策面臨的挑戰。



Ms. Christelle Espinasse

Generation 香港董事會成員及InSTRATEGIA 創辦人兼行政總裁
Board Member of Generation Hong Kong and Founder & CEO of InSTRATEGIA

Christelle is the Founder and CEO of InSTRATEGIA, a boutique strategy consultancy operating across the Asia-Pacific region. She works as part of leadership teams to execute commercial growth and transformational initiatives. Blending her strategic, commercial, and financial expertise, Christelle also holds certification as a leadership coach.

With a diverse industry background spanning highly-regulated industries such as financial services and telecoms, media and technology, and fast-moving sectors including luxury and consumer goods as well as professional services, Christelle offers a broad range of insights and strategic perspectives. In addition to her role at Generation Hong Kong, she serves as an Executive Director of P&C Ventures Limited and is an adviser to Loyal VC. She is also a member of the Australian Institute of Company Directors and the Hong Kong Institute of Directors.

Christelle 是亞太地區精品策略諮詢公司 InSTRATEGIA 的創辦人兼行政總裁。作為領導團隊的一員，Christelle 的專業結合了策略、商業和財務方面的經驗，並負責執行商業增長和企業轉型的各種策略方案。她亦擁有領導力教練的認證。

Christelle對各大行業均有有廣泛見解和策略觀點，包括受嚴格監管的金融服務和電訊、媒體與科技等領域，以至奢侈品、消費品、專業服務等快速發展的行業。除Generation香港外，她還擔任P&C Ventures Limited 的執行董事及Loyal VC 的顧問。她同時是澳洲公司董事學會和香港董事學會成員。

Our Board 董事會成員



李翠恩女士
Ms. Wendy Lee

Generation 香港董事會成員
Board Member of Generation Hong Kong

Wendy is an accomplished global HR executive who has held Chief People and Learning Officer positions in prominent organizations in New York, London, Shanghai, and Hong Kong. In addition to her executive roles, Wendy serves as an advisor to boards and management teams, offering valuable insights on cultural transformation, leadership capability, and workforce capacity building. She is committed to corporate governance excellence, demonstrated by her formal non-executive director qualification from the Financial Times' NED diploma.

Wendy's dedication extends beyond her corporate endeavors as she actively engages in community service. Alongside her role on the board of Generation Hong Kong, she serves on Oxfam's HR committee and holds the position of Vice President of the Columbia University Alumni Association in Hong Kong. Driven by her passion for the Future of Work, Wendy believes in creating opportunities that enable economic mobility for future generations. Having personally benefited from Hong Kong's growth energy while growing up, she is dedicated to fostering an environment where young individuals can unlock their full potential to get equally benefited from future opportunities.

李翠恩女士 為一位資深的全球人力資源管理人員，曾在紐約、倫敦、上海和香港的知名機構擔任人力資源及員工發展主管。她積極在企業文化轉型、領導才能和員工能力建設等範疇，向董事會和管理團隊提供建議。她亦取得金融時報非執行董事資格證書，並致力推動卓越的企業管治。

李女士熱衷參與社區服務，除為 Generation 香港董事會成員外，亦是 Oxfam 的人力資源委員會成員，以及哥倫比亞大學校友會香港分會的副主席。她深信以工作創造機會，可以促進新一代的向上流動性。在成長過程中，她受益於香港的成功發展，因此她致力促進一個能讓年輕人充分發揮潛力的環境。

Generation

香 HONG KONG 港



— ENGLISH | 中文網站



— GENERATIONHK@GENERATION.ORG

